

Stan Alhadeff

Atlanta, GA

<https://www.linkedin.com/in/stanalhadeff/>

(678) 596 - 0744

Stan@BusinessCFOforHire.com

Chief Financial Officer

PROFILE

Accomplished financial management executive with 20+ years of leadership experience in leading financial strategy, capital optimization, and operational transformation across startups, PE-backed firms, and public companies. Proven track record in driving successful exits, managing M&A transactions, and securing multimillion-dollar deals. Known for an entrepreneurial mindset, creative financial structuring, and deep commitment to ethical leadership and business sustainability. Visionary leader with expertise in training and directing cross-functional teams to achieve set goals.

CORE COMPETENCIES & SKILLS

Board Reporting & Executive Advisory	Corporate Governance & Leadership	Process & Operational Improvement
Budgeting & forecasting	Cross-Border Transactions	Risk Management
Capital Raising & Investor Relations	CRM, ERP, Accounting Software	Strategic Forecasting & Budgeting
Cash Flow Optimization	Entrepreneurship & Innovation	Stakeholder Engagement
Client Relationship Management	Financial Controls & Procedures	Transparent Decision-Making
Compliance & Audit Leadership	Financial Planning & Analysis	Turnaround Management

INDUSTRY SPECIFIC – RECYCLING (COMMODITY) INDUSTRY EXPERIENCE

Experienced financial executive with a strong background in the recycling and sustainable materials industry. Skilled in financial planning, operational efficiency, regulatory compliance, and capital management within companies focused on circular economy solutions. Proven ability to lead transformative growth, optimize cost structures, and advance innovation in recycling technologies and services.

Core Responsibilities and Achievements

Strategic Financial Leadership

- Directed multi-site budgeting, forecasting, and financial reporting for recycling operations generating over \$70M annual revenue.
- Developed long-term financial strategies to support investments in automation, process innovations, and geographic expansion.
- Led financial initiatives that improved EBITDA margins by 15% through cost optimization and revenue diversification.

Operational Efficiency and Cost Management

- Established robust financial controls to minimize scrap loss, lower processing costs, and enhance yield recovery rates.
- Partnered with operations to evaluate capital projects, including facility upgrades and new technology deployments, ensuring strong ROI.
- Reduced working capital by refining inventory management of recyclable materials and streamlining receivables/payables cycles.

Compliance, Risk Management & Sustainability Reporting

- Ensured compliance with environmental regulations, hazardous waste handling rules, and reporting standards essential to recycling businesses.
- Developed risk mitigation strategies including insurance coverage for environmental liabilities and supply chain disruptions.
- Championed sustainability reporting to communicate environmental impact and operational efficiency to stakeholders.

Capital Markets and Investor Relations

- Raised growth capital through private equity and debt financing to scale operations and fund acquisitions in emerging recycling sectors.

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- Presented clear, data-driven financial insights to boards, investors, and community stakeholders to support company growth and transparency.
- Directed M&A financial due diligence and integration, expanding market share and adding complementary service lines.

Technology Integration and Team Leadership

- Led ERP and financial system implementations tailored for operational complexity unique to recycling flows and regulatory tracking.
- Mentored finance teams in recycling industry accounting, compliance, and reporting best practices.
- Fostered collaboration between finance, operations, and sustainability teams to align financial and environmental goals.

Key Items Achieved

- Develop financial forecasting and budgeting models incorporating commodity price volatility and regulatory impacts.
- Optimize working capital management by improving inventory tracking and tightening receivables/payables performance.
- Implement financial controls specific to recycling operations to reduce loss and fraud.
- Lead capital allocation decisions to maximize ROI on automation and technology investments supporting sustainable growth.
- Ensure strict compliance with environmental, safety, and hazardous waste regulations to mitigate risk.
- Drive sustainability and ESG financial reporting to enhance transparency and support stakeholder engagement.
- Secure funding for expansion through investor relations, debt financing, and strategic partnerships.
- Manage M&A lifecycle from financial diligence to integration to accelerate business growth.
- Integrate ERP systems to streamline financial reporting and support operational decision making.
- Build finance teams with specialized understanding of recycling industry dynamics and compliance.

PROFESSIONAL EXPERIENCE

Business CFO for Hire, Atlanta, GA Founder & Fractional CFO 2010 – Present

- *Fractional CFO firm supporting privately held businesses with high-impact financial leadership.*

At the Table dba Trustegrity (Franchise) Franchise Owner/Regional Director 2021 – 2023

International franchise dedicated to facilitating peer advisory/networking forums for C-suite executives/business owners.

Global Promotions, Atlanta, GA Founder & Functional CFO/COO 2005 – 2011

A custom promotional products business specializing in high-margin, international B2B deals.

PRIOR EXPERIENCE

Conferon – Regional CFO /Jackson Marketing Group (acquired by Conferon Inc.) – CFO,
Event Management and Logistics

Rubber Stamp & Engraving – CFO Vertically Integrated Manufacturing Enterprise in the
Printing and Allied Product Industry

Metro Cash & Carry International – CFO wholesale distribution chain

Grant Thornton –Audit and Taxation – CPA Practice

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BOARD OF DIRECTORS

Jackson Marketing Group – Services / Logistics

Karma Productions – Gaming

Metro Cash & Carry – Wholesale / Retail

JIFLA – Non Profit

Kudzu Software – SaaS

Rubber Stamp & Engraving – Manufacturing / Logistics.

EDUCATION

Henley Business School, UK

Master of Business Administration (MBA), Corporate Strategy, Finance, & Project Management

University of South Africa

Honors Bachelor of Accounting Science (Hon.B.Compt), Accounting, Auditing, & Taxation (MAcc equivalent)

Bachelor of Accounting Science (B.Compt), Accounting, Auditing, & Taxation
